



Workforce Planning and Training Needs Assessment Work Group

State Training Officer Meeting
July 14, 2010

Goals

- Develop a tool to assist HR Mod to conduct a statewide training needs assessment for leaders throughout the state (survey/assessment to gather information from leaders statewide as to the skill gaps in the organization).
- Review related deliverables being developed by the HR Modernization Project (HR Mod) during the time the team is together (e.g., a resource for organizations to assess their leadership gaps at a lower level and to identify appropriate interventions).

Work Group Members

- Eric Faye (co-lead), EDD
- Karen Arnold (co-lead), Future Decisions
- Lori Bates, CDCR
- June Fong, DOT
- Dave Galanti, Parks
- Don Gloor, OCIO
- Christine Irion, CSUS
- Debra Jacob ,Fi\$Cal Project
- Tracie Okafor, DOT
- Allissa Smith, DMHC
- Joan Strohauer, DPA
- Jodi Traversaro, DPA

Guide on “How to Prepare to Become A State Supervisor”

For employees:

- Assess yourself against the leadership Competency Model
- Identify competencies needed to become a supervisor
- Identify activities to help you develop these competencies


For supervisors:

- Tool to help you develop career plans with your employees

Our vision

- Adapt the Federal Competency Assessment Tool (FCAT)

<http://dpasactmp01/FCATM/Default.aspx>



Thank you for joining us today!

If you would like to give feedback on
these tools, just send an e-mail to
joanstrohauer@dpa.ca.gov
joditraversaro@dpa.ca.gov